The Survey Says…

Thank you to the 735 MEA members who took the time to record their opinion in this year’s climate survey. Overall, the results of the survey were quite positive! The highest agreements were with the statements about building strong relationships with students, our Superintendent communicating respectfully in person and in written communications, and our Superintendent respecting the professional judgement of staff in their areas of expertise.

Respondents agreed the least with these statements:

➢ In my opinion there is a clear understanding of the student discipline policy,
➢ I do not feel stressed by state assessment mandates and federal accountability mandates, and
➢ Student misbehavior is generally not an issue at my school.

Please attend the next Zoom building meeting called by your Building Representatives to see complete results for your worksite as well as how your building responses compare to all respondents in the District. Thank you to all the Building Representatives that are holding these building meetings to review the survey, and meeting with principals to go over the results in order to celebrate strengths in your building and collaborate on next steps to working on challenges and opportunities related to the culture and climate of your school.

Fraudulent Unemployment Claims

A high number of fraudulent claims are being filed for unemployment insurance, and educators are among the several groups of workers being targeted. This is happening across many sectors.

How did this happen?
The rise in fraudulent claims is being investigated by the state Employment Security Department (ESD) and law enforcement. It is too early to cite any definitive source, but there is wide speculation that it is linked to prior data breaches, like the 2017 Equifax breach which compromised personal data for more than 40 percent of Americans. Because the fraudulent unemployment claims cross many employment sectors, there is no indication that school district employer nor state data sources have been leaked.

How will I know if I am impacted?
Employers are required to verify each claim, so if someone has filed a fraudulent claim in your name, the district Human Resources Department will contact you.

What do I do if someone has filed a fraudulent claim in my name?
Call the WA State Employment Security Department (ESD) at 800-246-9763 to report the fraud. If you are unable to reach them by phone, you can use this link to let them know you have not filed a claim. Additionally, KOMO news has reported other steps you can take to monitor your credit reports and further protect yourself.
Taking CBA Leave During the Covid-19 Closure

During our school closure available leave provisions are referenced and specified in Article VI of the MEA/MSD Collective Bargaining Agreement and should be utilized as needed by MEA members.

- If the leave is for two (2) consecutive days or less, the employee shall enter the absence into Aesop and indicate “no sub needed”. The employee shall notify their supervisor of the type of absence but no further information beyond that needs to be provided. Notification to parents is not required.
- For leaves of three (3) consecutive days or more, the employee shall enter the absence into Aesop and indicate “no sub needed”. Additionally the employee shall notify Mike Johnson in HR regarding the length of their absence and which leave they are accessing (e.g. illness, bereavement, personal, etc.). Mike Johnson will work with the principal/supervisor to arrange for coverage of essential duties during the absence and/or discuss any provisions for notifying parents of the extended absence.

Final Evaluation Scores

Your evaluator should have reached out to you by Monday, May 11, to let you know your current performance rating based on all observed practice, products, data, work samples, or conversations that occurred or were submitted prior to our March 13 closure date. As a reminder, MEA and MSD have a new Memorandum of Agreement (MoA) that defines how evaluation will look for the rest of this year. Knowing a preliminary score this early gives members time to gather more evidence and submit it in order to improve upon their current rating.

MSD/MEA Grading Guidance

Thank you to the MEA members that helped guide MEA in our work with MSD to develop common sense guidelines around grading during this pandemic. MEA’s lens in drafting these guidelines was one of academic freedom; the outcome allows our teachers to exercise professional judgment (expertise, insight, and creativity) to determine the method of assessing distance learning. We appreciate the input and insight from the variety of grade levels and courses that assisted us in the work!

<table>
<thead>
<tr>
<th>Elementary Teachers – Primary and Intermediate</th>
<th>Middle School</th>
<th>High School</th>
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<tbody>
<tr>
<td>Molly Addicott</td>
<td>Chris Craggs (Science)</td>
<td>Branda Anderson (Social Studies)</td>
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<tr>
<td>Melissa Caldwell</td>
<td>Melissa Dahl (History/ELL)</td>
<td>Jon Baker (Science)</td>
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<tr>
<td>Anna Cornish</td>
<td>John Dobmeier (CTE)</td>
<td>Lyn Jackson (World Language)</td>
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<tr>
<td>Heather Craggs</td>
<td>Darcia Ramos (Mathematics)</td>
<td>Tory Kartchner (Mathematics)</td>
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<tr>
<td>Kali Dunton</td>
<td>Janine Schierbeek (English)</td>
<td>Thomas Miranda (History/English)</td>
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<tr>
<td>Roxy Geving</td>
<td>Chris Williams (Science)</td>
<td>Myola Shanholtzer (CTE)</td>
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<td>Nardos Habtemicael</td>
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<td>Rob Storrs (English)</td>
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<td>Britt Hansen</td>
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<td>Sue Idso</td>
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<td>Marcie Lyle</td>
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<td>Becca Manselle</td>
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<td>Shelley Pietzsch</td>
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<td>Cable Smith</td>
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<td>Becky Veenendaal</td>
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<td>Alex Walker</td>
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